

**MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE**

**Wednesday, February 10, 1988
Daniel J. Evans Library
Olympia, Washington**

Trustees Attending: Kay Boyd
Herbert Gelman
George E. Mante
Richard S. Page
David K. Y. Tang

Absent: William T. Robinson
Allan M. Weinstein

**Representatives
to the Board
Present:** David Marr, Faculty

Staff Present: Fred Alcorn, Coordinator - Options in Higher Education
Program for Minorities
Michael Beug, Academic Dean
Pris Bowerman, Member of the Faculty
Jon Collier, College Architect
Wendy Freeman, Director of Career Development
Rita Grace, Administrative Assistant to the President
Patrick Hill, Vice President and Provost
Ken Jacob, Director of Facilities
Mattie Kirk, Manager of Administrative Computing
Gail Martin, Vice President for Student Affairs
Margarita Mendoza de Sugiyama, Affirmative Action Office
Walter Niemiec, Manager - Lab Buildings
Joseph Olander, President
Arnaldo Rodriguez, Dean of Enrollment Services
Darrell Six, College Engineer
Stone Thomas, Dean of Student Development
Sue Washburn, Vice President for Development and
Administrative Services
Mike Wark, Information Services
Ken Winkley, Associate VP for Administrative Services
Karen Wynkoop, Associate VP for Academic Budget and
Financial Planning
Bill Zaugg, Administrative Assistant for Budget
See permanent roster for others attending

Others Attending: Kate Joost, Student
See permanent roster for others attending

The meeting was called to order at 1:35 PM by Chairman Tang. President Olander introduced three new staff members: Fred Alcorn; Wendy Freeman, and Mattie Kirk.

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Chairman Tang presented an award to Kate Joost, this year's recipient of the Haas Foundation \$1500 scholarship. This scholarship is presented to an outstanding student in the field of communications.

PRESIDENT'S REPORT

President Olander outlined and distributed enrollment recommendations for 1988-89. Mr. Rodriguez told Trustees that, at this point, the College has closed admissions. Once the economic forecast for the state is known, the College will decide whether or not there will be additional enrollment growth and whether late applicants could be accepted. He mentioned also that applications from people of color are significantly higher than one year ago.

In addition, President Olander reported: (1) continuing success of the College out of state--the American Council on Education has selected Evergreen to be part of a research project which will result in the publication of a book entitled "The Little Public Ivies in the United States." (2) the recent meeting of the Education Council of the U. S. Olympic Committee which met on Evergreen's campus. The Education Council unanimously approved the development of an Olympic Academy in Olympia. The USOC full executive board has final determination (expected in late April). (3) implementation of the Deloitte, Haskins and Sells recommendation regarding the College's accounting systems. (4) KOMO TV's town meeting last Sunday was held on Evergreen's campus. (5) Evergreen's publications office has received six CASE awards.

APPROVAL OF MINUTES - Action

Motion Ms. Boyd moved approval of the minutes of the meetings of
88-01 December 9, 1987, and January 6, 1988. Seconded by Mr. Page and passed.

CRC PHASE II (MULTIPURPOSE RECREATIONAL FACILITY/GYM) BID AWARD - Action

Mr. Winkley reviewed the low bid of Absher Construction, who built two other campus buildings (the College Activities Building and the College Recreation Center, Phase I). Because the bid is significantly lower than the estimate, the College is considering adding 8100 square feet to build the third bay of the main gymnasium which would increase seating by approximately 500 seats.

Motion Mr. Mante moved (1) acceptance of the low bid for the construction
88-02 of the College Recreation Center, Phase II, from Absher Construction Co. of Puyallup with a bid of \$4,413,000 including bid alternate #1 for operable partition and bid alternate #2 for the theatre dimmer control system; and (2) delegation of authority to the Associate Vice President for Administrative Services to enter into change orders on the project in amounts not to exceed the state appropriation. Seconded by Mr. Gelman and passed.

Target occupancy is September, 1989.

LAB ANNEX ART STUDIO ADDITION BID AWARD - Action

Associate Vice President Winkley told Trustees the College received seven bids for this project ranging from \$987,164 to \$1,150,896. There is a budget problem on this project which the College has solved, contingent upon legislative approval.

**Motion
88-03**

Mr. Mante moved (1) acceptance of the low bid for construction of the Lab Annex Art Studio Addition from Berschauer/Phillips Construction Company of Olympia with a base bid of \$987,164, and (2) delegation of authority to the Associate Vice President for Administrative Services to enter into change orders on the project in amounts not to exceed the state appropriation. The award of this bid and successful completion of the project will be contingent upon legislative approval of the College's request to transfer \$214,000 from the minor works appropriation to the Lab Annex Art Studio Addition appropriation. Seconded by Mr. Page and passed.

FACULTY REAPPOINTMENT POLICY - Action

Provost Hill recommended approval of the faculty reappointment policy with the following understandings:

- (1) There will be operating procedures for the Non-reappointment Appeal Committee;
- (2) Report on the gross misconduct policy by the end of the school year;
- (3) Report in summer, 1991 on the strengths and weaknesses of the new policy.

He also pointed out two revisions to the document and the additional revisions made since last reviewed by the Trustees.

**Motion
88-04**

Mr. Gelman moved approval of the attached Faculty Reappointment policy as revised (deletion of the last paragraph in section II D. on page 4 and the addition of the word "continuing" in section VI B.1., first paragraph, last sentence, on p. 16) and with the following understandings: (1) that the Faculty Agenda Committee present operating procedures for the Non-reappointment Appeal Committee by the end of the school year; (2) that the Provost, with the Faculty Agenda Committee, initiate a discussion of a gross misconduct policy and report progress by the end of the school year; and (3) that the President report to the Trustees in the summer of 1991 on the strengths and weaknesses of the new policy. Seconded by Mr. Mante and passed.

Trustees expressed appreciation to Provost Hill and asked that the Trustees' gratitude be conveyed to Pris Bowerman, the Faculty Agenda Committee, and other faculty involved in the development of this policy.

STUDENT GOVERNANCE AND APPEALS PROCESS - Discussion

President Olander told Trustees that VP Martin has worked diligently to develop a grievance procedure and a set of substantive due process criteria which would reduce the College's current legal exposure to students as well as provide students specificity in a grievance process.

Trustee Page asked why the temporary policy was needed. Ms. Martin responded that the appeal part of the policy replaces a procedure which has not been functional since 1979. The list of specific rules and sanctions would be additions in the interests of specifying more clearly violations of the social contract and makes public, administrative action which can be taken as a result of a violation. President Olander indicated this is not an emergency (term used by the state) but a temporary policy. There are cases pending and the College needs to reach a conclusion on grievances that have been brought; an interim policy is needed until a policy is finally adopted. Ms. Martin's concern about how the College handles grievances and appeals has been near or at the top of her agenda for two years. It has been difficult to find value agreement in the process. Having a policy allows the College to operate in greater fairness to students and in terms of the College's liability a policy is needed as soon as possible. It is difficult to predict the consequences of not acting today.

Walter Niemiec, Chairman of the President's Advisory Board, told Trustees that the Advisory Board has formulated a charge for the DTF which will begin meeting on Friday. The charge: "The grievance and appeals DTF will examine sections 174-120-030 through -070 of the proposed social contract grievance and appeals process document (WAC 174--120). The DTF should examine these sections and suggest changes that are consonant with community values and that will apply equally to all community members insofar as they are not superseded by prior regulations, for example - Higher Education Personnel Board rules, affirmative action policies, the union contract, the faculty reappointment policy, etc. The DTF has 90 days to complete its work."

Provost Hill commented that preliminary indications are that the Faculty Agenda Committee would prefer to address the grievance procedure as a gross misconduct policy for faculty. The view of the faculty is that the faculty gross misconduct policy will be a subset of the general grievance procedures this DTF is looking at.

Chairman Tang called on the eight members of the audience who had signed up to speak (Dale Larson, Scott Buckley, David Koenig, Scott Johnson, Ed Love, Larry Hildes, Jerry Fresia, Charles Ames), suggesting a time limit of three minutes per person.

Some of the concerns expressed included: (1) The policy should apply equally to all constituents (faculty, staff, students) and, by having separate procedures for faculty and staff, by nature divides the community. (2) Students have not had significant input on the proposal. (3) Recommendation that the proposal from SACRED be considered. (4) There is no substantive due process for students. (5) Policy does not reflect

community values because students didn't write it. (6) There is not an emergency that constitutes the need for a 90-day policy. (7) Under this code, academic appeals only go as far as the academic deans. (8) Proposal is vague. (9) Ninety days is not enough time for the DTF to get full consultation with campus. (10) There are no provisions for amendment to the social contract. (11) All student input has been negative. (12) Recommendation of no action without further input.

Trustee Page indicated his desire not to postpone action more than 90 days, but, given the interest and the input and the number of alternate proposals, his preference would be to refer the proposals to the DTF and ask them to bring to the Board, through the administration, the DTF's best judgment at the May Board meeting.

The Trustees suggested that one hour of the Board's April study session be devoted to consultation with the grievance and appeals DTF.

Trustee Boyd expressed willingness to hold off for 90 days but expects that students will live up to their rhetoric to work together on this issue and get involved.

The majority of Trustees expressed their intent to vote in May for a policy which could be sent to the Code Reviser. Chairman Tang expressed the opinion that the responsibility is on the students to organize so that a new group of students don't come to the May Board meeting with the complaint that they haven't been involved. He also asked the DTF to give thought to concerns that need to be addressed.

Motion
88-05

Mr. Page moved that the Board postpone until its May meeting action on a student grievance and appeals policy while a DTF considers further revisions or alternatives and that, at the May meeting, the Board will adopt a grievance and appeals policy. Seconded by Mr. Gelman and passed.

President Olander stated for Trustee clarification: (1) The DTF will report its recommendation to the President's Advisory Board who will make a recommendation to the President. (2) In April, he will appoint a DTF to look at all the issues of governance and assess the effectiveness of governance, with a one-year time span for deliberations.

1988 SUMMER SCHOOL: TUITION AND FEE SCHEDULE/FACULTY SALARY SCALE - Action

Karen Wynkoop reviewed the history of Evergreen's summer school. Even with this year's increase, the true expenses of operating summer session are not covered. Three years ago, a decision was made to gradually move toward a more self-sufficient summer school, while at the same time keeping an eye on the effect on enrollment. Last year's summer school had a record high enrollment of 727 student FTE. Ms. Wynkoop distributed a revised tuition and fee schedule and mentioned that students have been consulted in the process of proposing an increase in the tuition and fees rate.

Motion Mr. Page moved approval of the attached 1988 summer school tuition
88-06 and fee schedule. Seconded by Ms. Boyd and passed.

Academic Dean Michael Beug reviewed the proposed faculty salary plan which merely changes the grid to reflect the raises effective March 1 but continue the policy approved by the Board last year.

Motion Mr. Mante moved approval of the faculty salary plan for
88-07 summer, 1988, which guarantees faculty who carry the equivalent of 17.5 or more FTE students 24% of annual average salary. If faculty enroll fewer than the equivalent of 17.5 student FTE, faculty salary would be paid on a per student credit hour basis, according to the attached salary chart. Seconded by Mr. Gelman and passed.

SALARY INCREASE FOR EXEMPT PERSONNEL AND FACULTY - Action

President Olander reviewed the 1987 legislatively authorized salary increases for exempt personnel and faculty.

Motion Ms. Boyd moved to continue the 4.5% across-the-board increase
88-08 for the faculty and exempt employees who received the increase on March 1, 1987; to increase full-time faculty salaries by an average amount of 3.1% effective March 1, 1988; and finally, for those exempt employees who were not eligible for a salary increase on March 1, 1987, to implement for this group an average 4.5% salary increase effective March 1, 1988. All such increases and effective dates are to be in accordance with legislative direction for salary increases as identified in section 601, Chapter 7, Laws of 1987, 1st Extraordinary Session. Seconded by Mr. Mante and passed. Additionally, Ms. Boyd moved approval of the attached faculty scale which increases faculty salaries by an average of 7.6% above the 1986-87 level. Each faculty member will move up one experience year on the scale in recognition of their academic work during the 1986-87 year. In addition, the entire grid increased by 1.1%. These two actions award average salary increases of 7.6%. Seconded by Mr. Gelman and passed.

APPROVAL OF MINORITY RECRUITMENT AS A TOP COLLEGE PRIORITY - Action

President Olander requested Board action to identify minority recruitment as a top College priority. He felt it was important for the Board to express its sentiment to the campus as a whole about its sense that this is a very important priority for the College.

Trustee Gelman expressed the Board's compliments on the three newly hired people introduced to the Board at this meeting.

Motion In the Board's demonstration of leadership in the area of minority
88-09 recruitment, Ms. Boyd moved to approve minority recruitment as a

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Motion top College priority for the Evergreen State College. Seconded
88-09 and passed unanimously.
Cont.

STATEMENT FROM MEMBER OF THE AUDIENCE

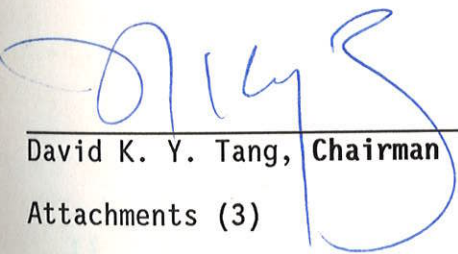
Ben Tansey, editor of the Cooper Point Journal, asked permission to comment on an agenda item acted upon earlier in the meeting. His opinion is that the Board, by not adopting the temporary grievance and appeals procedure, has left the school open to a greater threat of litigation. He feels this action was a mistake.

Trustee Page responded that he would rather not have the debate over process but rather over values and issues. His opinion was that most of the people here today felt they did not have a fair opportunity for input. Trustee Boyd stated that, even if consensus is not reached by the DTF by May, this Board will adopt a policy in May.

DATE OF NEXT MEETING AND ADJOURNMENT

The date of the next meeting was set for March 2 but was subsequently cancelled.

The meeting adjourned at 4:00 PM.



David K. Y. Tang, Chairman

Attachments (3)



Allan M. Weinstein, Secretary